

DIVERSITY SUMMIT

February 27, 2024



Taking Action

Advancing Equity
at Geneseo

SUMMIT SCHEDULE OVERVIEW

Diversity Summit sessions officially begin at 9:00 a.m. All sessions between 9:00 a.m. and 2:00 p.m. take place on the first and second levels of Bailey Hall. There is an intentional 10 minute break between each session block. All sessions are 60 minutes unless otherwise specified as a 30 minute session. There is a 40 minute break in sessions beginning at 12:20 p.m. Sessions resume at 1:00 p.m. The keynote address begins at 2:30 p.m. in the College Union Ballroom. The final session of the day will be hosted in the MacVittie College Union Hunt Room.



8:00 AM

Summit Sunrise Yoga

8:30 AM

Diversity Summit Information Table open. Stop by to learn more about the summit schedule, grab a sticker and cup of coffee, and just say, "Hey!" Welcome to the sixth Annual Diversity Summit!

9:00 AM

Session I

- LGBTQ+ in a Flash: Flash-Length Creative Writing Celebrating Identity
- Hair Monologues
- Diversity in the Classroom Requires Diverse Faculty
- Coffee Hour Open Forum: DEIB and Me
- Seeking Student Input: National Institute for Student Success Report

10:00 AM - 2:15 PM

Community Art Project: Inclusivity and Representation in the Performing Arts

10:10 AM

Session II

- Do White People Experience Racism?
- Relearning Disability: Using Accessibility to Combat Internalized Ableism
- Starting on the Same Page: Learning Strategies You Can Use Now
- Exploring Identity Concepts & Advancing Equity with Athletics DEI Committee (75 min)
- Live Your Life More Accessibly (30 min)

11:20 AM

Session III

- Featured Speaker: Understanding and Navigating Cultural Dynamics in the Workplace
- Making Waves of Ideas: Fishbowl Dialogue (30 min)
- The Okanagan Charter: Envisioning a Campus that Promotes Wellbeing
- Ableism and accessibility in the classroom
- Building Connections

12:20 PM

Summit Break

Community Art Project: Inclusivity and Representation in the Performing Arts Town Hall Discussion

1:00 PM

Session IV

- Advancing Inclusivity In Sexual Health Education: The SEX[Ed] Program
- Identity and Experiences in Study Abroad: Student Led Panel
- A Taste of Home: Diversity in Menu Planning
- Improving Inclusion in my Course or Club Today
- Being BIPOC at Geneseo

2:30 PM

Diversity Summit Keynote Address

5:00 PM

Session V

- Alumni Virtual Panel - Impact of Creating and Receiving a Scholarship at Geneseo



Tools to Transform Racialized Institutions of Higher Education

Dr. Estela Bensimon

2:30 p.m. - 3:45 p.m.

MacVittie College Union Ballroom

There is a lot of talk about institutional change and transformation, purportedly to improve educational outcomes for racially minoritized students. However, the “change strategies” that are proposed to achieve transformation are, mostly, race neutral and unlikely to have the power to undo/decenter whiteness in the structures, practices, policies, and cultural norms of colleges and universities.

In this talk, Bensimon puts forth a perspective on transformation that is premised on the idea of academic organizations as racialized entities. Institutions of higher education are extremely adept at “sensing disturbances” to the status quo and will seek to maintain homeostasis. The status quo/homeostasis is “whiteness,” “privilege,” “hierarchy” and “power asymmetries.” Drawing on the work of the USC Center for Urban Education, which Bensimon founded and directed for over 20 years, she will demonstrate tools to decenter “whiteness” in everyday practices. For more information on these tools, she invites you to preview them at <https://www.cue-tools.usc.edu>.

Dr. Estela Mara Bensimon holds the prestigious title University Professor Emerita at the University of Southern California, awarded very selectively by the President based on multi-disciplinary interests and significant accomplishments in several disciplines. She founded the Center for Urban Education at USC, and in 2023, the Center was recognized with the Association for the Study of Higher Education Presidential Medal. She now leads Bensimon & Associates, a consulting firm that provides services with a focus on racial equity to colleges, universities, and philanthropic organizations. Bensimon is an elected member of the National Academy of Education and a Fellow of the American Education Research Association.

Dr. Bensimon has published extensively about equity, organizational learning, practitioner inquiry and change; and her articles have appeared in journals such as the Review of Higher Education, Journal of Higher Education, Liberal Education, and Harvard Educational Review. Her most recent book is *From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education*, co-authored with Tia Brown McNair and Lindsey Malcom-Piqueux. Her work has been supported by national foundations, including the Bill & Melinda Gates Foundation, Ford Foundation, Lumina Foundation, The James Irvine Foundation, and the College Futures Foundation.

In 2023, Bensimon received the Council for the Study of Community Colleges Inaugural Presidential Citation of Excellence. Since 2020, Bensimon was awarded the Stan Jones Legacy Award by Complete College America, ASHE’s Howard Bowen Award and the Harold W. McGraw Jr. Prize in Education which celebrates innovation, inspiration, and impact in education. She serves on the boards of the Campaign for College Opportunity and Complete College America.



Understanding and Navigating Cultural Dynamics in the Workplace

Dr. Ricardo Nazario y Colón

11:20 a.m. - 12:20 p.m.

Bailey Hall 101



Join us for an enlightening workshop where we delve into the essence of culture and its impact on organizational environments. We'll explore the concept of competency, including Pedersen's Developmental Model, to understand how individuals develop skills and knowledge in a cultural context. Our session includes an interactive analysis of the 'Company Culture Iceberg,' revealing the hidden aspects of workplace culture. You'll learn about the various types of competencies and the stages of competence development, enhancing your ability to navigate diverse cultural landscapes. Finally, we'll introduce the Cultural Quotient (CQ) and discuss its application in fostering cultural competence, equipping you with the tools to thrive in a globalized business world.

Dr. Nazario y Colón is SUNY's senior vice chancellor for diversity, equity, and inclusion and chief diversity officer. He was born in the South Bronx, New York, and raised in the highlands of Puerto Rico. He is an accomplished administrator with over 30 years of experience in various industries including higher education, business, the U.S. Military, and state government. He was the inaugural chief diversity officer at Western Carolina University, a role he held for seven years.

Dr. Nazario y Colón's research interest focuses on African American faculty and staff retention, Black culture centers, and multiracial identity development. His current board involvement includes the National Association of Diversity Officers in Higher Education, past president of the Appalachian Studies Association, Appalachian Regional Commission's Leadership Institute, and the University Press of Kentucky Appalachian Futures: Black, Native, and Queer Voice advisory board. His other board experiences include former Chair of Governor Cooper's Advisory Council on Hispanic Latino Affairs, the Fort Bragg Renaming Commission, the Kentucky Native American Commission, the NASPA Latinx Knowledge Community state representative for Kentucky and North Carolina, and the University of North Carolina System Racial Equity Task Force.

He is a published poet with numerous publications in journals and anthologies. He has authored two full and one chapbook, *The Moor of the Bronx*, Finishing Line Press 2023, *Of Jibaros and Hillbillies*, Plain View Press 2011, and *The Recital*, Winged City Press 2011. Dr. Nazario y Colón's research interests are Black culture centers, multiracial identity experience, and student leadership development. His doctoral research focused on African American faculty and staff retention. He is a former U.S. Marine and division one cross country athlete, a DeWitt Clinton high school graduate, a life member of Phi Beta Sigma Fraternity, Inc., and co-founder of the Affrilachian Poets.

Dr. Nazario y Colón earned a Doctorate in Higher Education Leadership from Western Carolina University, a master's degree in Secondary Education from Pace University, and a Bachelor of Arts in Spanish Literature and Latin American Studies from the University of Kentucky.

DIVERSITY SUMMIT HIGHLIGHTS



Summit Sunrise Yoga

8:00 a.m.
30 minutes
Multicultural Center (MCC)

Join fan favorite, Dr. Lee Pierce, for an invigorating start to the Diversity Summit. Summit Sunrise Yoga is hosted in the Multicultural Center. Come as you are and bring your yoga mat, towel, or blanket.



Volunteers Make the Summit Work

8:00 a.m. - 4:00 p.m.
MCC, Bailey, Ballroom, and Hunt

Please take a moment to thank a volunteer today! They are giving their time and energy to make the Diversity Summit a fantastic experience for our community. Special recognition to our Volunteer Coordinator, Noelia Ruiz and Summit Support Leader, Karie Frisiras.



Community Art Project & Discussion

Inclusivity and Representation in the Performing Arts

10:00 a.m. - 2:15 p.m.
Bailey Atrium

Join the Season Selection Committee, Theatre & Dance and Music & Musical Theatre Department colleagues in developing a community art project and in conversation about inclusivity and representation in the performing arts. Faculty and students from Theatre & Dance, Music & Musical Theatre and beyond are gathering, in community, around this topic and would love input and participation from the wider Geneseo community. We are thinking deeply about what it means to be included as an artist, and what diverse representation means to those viewing, receiving, absorbing the art. Beyond thinking, the goal is to create a sustainable culture of encouraging diverse perspectives and talents in the performing arts at Geneseo.

Inclusivity and Representation in the Performing Arts Town Hall

12:20 p.m. - 1:00 p.m.
Bailey 101

Bring your ideas, your ears, your voices, your words, and your creativity to our daylong community art project, and town hall discussion during the Summit Break.



朋友 by 周华健

2:30 p.m.
Ballroom

Please enjoy the vocal stylings of the students in Dr. Jasmine Tang's Chinese 102 class as they sing, "Friend" by Emil Chau.

Impact of Creating and Receiving a Scholarship at Geneseo - Alumni Panel

5:00 p.m.
Virtual

Amy Tolbert '85, an alumni donor known for Open Mind, Open World, will discuss her motivations behind creating her communication scholarship, while the recipients share the scholarship's impact and how it benefited them in their post grad endeavors. Impact of Creating and Receiving a Scholarship at Geneseo - Alumni Panel



SUMMIT SESSION SCHEDULE



9:00 AM

- BAILEY 101 LGBTQ+ IN A FLASH: FLASH-LENGTH CREATIVE WRITING CELEBRATING IDENTITY
- BAILEY 103 THE HAIR MONOLOGUES
- BAILEY 104 DIVERSITY IN THE CLASSROOM REQUIRES DIVERSE FACULTY
- BAILEY 202 COFFEE HOUR OPEN FORUM: DEIB AND ME
- BAILEY 203 SEEKING STUDENT INPUT: NATIONAL INSTITUTE FOR STUDENT SUCCESS REPORT

10:00 AM

- BAILEY ATRIUM COMMUNITY ART PROJECT:
INCLUSIVITY AND REPRESENTATION IN THE PERFORMING ARTS

10:10 AM

- BAILEY 101 DO WHITE PEOPLE EXPERIENCE RACISM?
- BAILEY 103 RELEARNING DISABILITY: USING ACCESSIBILITY TO COMBAT INTERNALIZED ABLEISM
- BAILEY 104 STARTING ON THE SAME PAGE: LEARNING STRATEGIES YOU CAN USE NOW
- BAILEY 202 EXPLORING IDENTITY CONCEPTS & ADVANCING EQUITY WITH THE ATHLETICS DEI COMMITTEE (75 MIN)
- BAILEY 203 LIVE YOUR LIFE MORE ACCESSIBLY (30 MIN)

11:20 AM

- BAILEY 101 FEATURED SPEAKER - SUNY CDO
- BAILEY 103 MAKING WAVES OF IDEAS: FISHBOWL DIALOGUE (30 MIN)
- BAILEY 104 THE OKANAGAN CHARTER: ENVISIONING A CAMPUS THAT PROMOTES WELLBEING
- BAILEY 203 ABLEISM AND ACCESSIBILITY IN THE CLASSROOM
- BAILEY 204 BUILDING CONNECTIONS

12:20 PM

- BAILEY 101 COMMUNITY ART PROJECT: INCLUSIVITY AND REPRESENTATION IN THE PERFORMING ARTS TOWN HALL (40 MIN)

1:00 PM

- BAILEY 101 ADVANCING INCLUSIVITY IN SEXUAL HEALTH EDUCATION: THE SEX[ED] PROGRAM
- BAILEY 103 IDENTITY AND EXPERIENCES IN STUDY ABROAD: STUDENT LED PANEL
- BAILEY 104 A TASTE OF HOME: DIVERSITY IN MENU PLANNING
- BAILEY 202 IMPROVING INCLUSION IN MY COURSE OR CLUB TODAY
- BAILEY 203 BEING BIPOC AT GENESEO

2:30 PM

- BALLROOM KEYNOTE ADDRESS

5:00 PM

- VIRTUAL ALUMNI VIRTUAL PANEL - IMPACT OF CREATING AND RECEIVING A SCHOLARSHIP AT GENESEO

SUMMIT SESSION DESCRIPTIONS



9:00 AM - 10:00 AM

LGBTQ+ in a Flash: Flash-Length Creative Writing Celebrating Identity

Hope Martin, Director of Student Volunteerism and Community Engagement

Bailey 101

This interactive session will engage participants with the ways that flash-length literature (defined for these purposes as fewer than 1,000 words, genre can be flexible) can be a powerful and accessible tool for celebrating identity and building community. We will look at work by authors who are part of the LGBTQ+ community and will have writing prompts and time available for participants to write creatively about their own identities and life experiences.

The Hair Monologues

The Hair Monologues Squad: Faeza Masood, robbie routenberg

Bailey 103

Hair is personal, political, and particularly salient to people of various marginalized identities. Whether you cut it, grow it, pick it, braid it, dye it, shave it, or lost it, we know that hair has a strong influence on identity, and that identity has a strong influence on hair. At this session, attendees will think in new ways about hair and its importance, as well as hear monologues from campus community members as they reflect on this important topic.

Diversity in the Classroom Requires Diverse Faculty

Wendy Pogozelski, Distinguished Teaching Professor of Chemistry

Karleen West, Professor and Chair of Political Science and International Relations

Bailey 104

Students from historically underrepresented groups feel a greater sense of belonging and perform better in the classroom when they have instructors, mentors, and advisors that share their identities. Yet, at Primarily Undergraduate Institutions (PUIs) like Geneseo, Science, Technology, Engineering and Math (STEM) departments often lack faculty diversity. The COPLAC ADVANCE PLAN project conducted an investigation of women faculty in STEM at 30 PUIs over the past five years, gathering data on women's representation, the prevalence of policies focused on faculty equity, and administrator and faculty attitudes towards equity work on campus. We found that women are underrepresented in higher faculty ranks in STEM departments across the PUIs in our sample. Further, our survey results show that while administrators believe they are implementing equitable policies that help promote and retain diverse faculty, women faculty disagree. In this session, we present the findings of our latest survey that identifies the barriers to addressing equity among faculty. Our goal is to elucidate ways that faculty and students can work within their departments and hand-in-hand with administrators to implement policy change that promotes faculty equity and diversity not only in STEM, but across the campuses of PUIs.

Coffee Hour Open Forum: DEIB and Me

Department of Biology Diversity Committee - Daniel Lemon, Joelle Chang, Emily White, Mia Le

Bailey 202

In order to effectively tackle DEIB (Diversity, Equity, Inclusion, and Belonging) issues, it is important that we hear from a wide range of voices, especially those most impacted by systemic oppression. Unfortunately, this very systemic oppression often makes it harder for these people to come to the table to get a chance to discuss what is important to them. This session will provide a casual, accessible forum during the Diversity Summit to have your voice heard, which we hope will allow us to have the opportunity to hear a wide range of opinions and perspectives from a diverse participating body. We will participate in a casual, guided discussion about what DEIB means to each of us and how we feel about the effectiveness and goals of the DEIB initiatives here at the college.

Seeking Student Input: National Institute for Student Success Report

Alexis Clifton, Dave Parfitt, Matt Pastizzo, Lisa Bishop, Marcus Watts, Lenny Sancilio

Bailey 203

Throughout 2023, a working group from Geneseo joined forces with the National Institute for Student Success (NISS) to better understand factors related to student success and retention here. The group specifically sought input on improving the experience of BIPOC students towards graduation. This partnership culminated in a report that was delivered to Geneseo in October 2023.

SUMMIT SESSION DESCRIPTIONS



10:00 AM - 2:15 PM

Community Art Project: Inclusivity and Representation in the Performing Arts
Season Selection Committee, Theatre & Dance and Music & Musical Theatre Departments
Joan Floriano, Rosalind Isquith, Don Kot, Rajendra Maharaj, Olaocha Nwabara, Scott Scaffidi
Bailey Atrium

Join the Season Selection Committee, Theatre & Dance and Music & Musical Theatre Department colleagues in developing a community art project and in conversation about inclusivity and representation in the performing arts. Faculty and students from Theatre & Dance, Music & Musical Theatre and beyond are gathering, in community, around this topic and would love input and participation from the wider Geneseo community. We are thinking deeply about what it means to be included as an artist, and what diverse representation means to those viewing, receiving, absorbing the art. Beyond thinking, the goal is to create a sustainable culture of encouraging diverse perspectives and talents in the performing arts at Geneseo.

10:10 AM - 11:10 AM

Do White People Experience Racism?

Resident Assistants for Diversity & Inclusion Education: Yairi Rosario, Edwin Alvarado Arriaza, Stephanie Santiago
Bailey 101

Similar to Jubilee's spectrum events, we will be discussing our understandings of racism, bias, and prejudice. In particular, through a spectrum event we will be addressing the topic of "do white people experience racism?" The purpose of this event is to bring understanding and address the effects some of these mindsets have on the campus climate and how to take action when they are observed.

Relearning Disability: Using Accessibility to Combat Internalized Ableism Office of Accessibility Services Accessibility Advocates - Taylor Stolberg

Bailey 103

The goal of this session is to teach participants through dialogue and anecdotes to challenge their attitudes towards disabled individuals, and accessibility strategies one can use to become an ally to the disability community.

Starting on the Same Page: Learning Strategies You Can Use Now

Chelsea O'Brien, Professional Faculty

Bailey 104

Do you ever feel like other students just, somehow, magically know how to study or manage their time? It's not magic! They were taught those skills and you can learn, too. In this session, students will learn some easy ways to manage their time, tackle future assignments, and study for quizzes and exams. In addition, skills and strategies will be practiced in the session so you can help your friends and classmates, too! Regardless of what you're studying, you can learn to be more successful in the classroom and during finals week.

Exploring Identity Concepts & Advancing Equity with the Athletics DEI Committee (75 min)

Athletics DEI Committee: Student Athletes - Julia Wallace, Kelly McLaughlin

Bailey 202

Participants will be encouraged to reflect on the labels they use to define themselves & others and explore key terms related to race and diversity & their definitions. This workshop is modeled after the mandatory trainings that have been facilitated by the Athletics DEI Committee for all first-year student-athletes over the last two academic years. Participation & an eagerness to learn about these important topics is a must!

Live Your Life More Accessibly (30 min)

Office of Accessibility Services Accessibility Advocates: Emilee Dauphinee, Kaitlin Anzalone, Grace Quagliana, Grace Dorgan, Alyssa Lee, Isabelle Hoff, Syble Billings, Dr. Amy Fisk

Bailey 203

In this session, we will be diving in discussing access and learning more about how everyone can support accessibility in their everyday lives. Little things that you can change or add to your everyday routine may make a huge impact for others.

SUMMIT SESSION DESCRIPTIONS



11:20 AM - 12:20 PM

Featured Speaker - Understanding and Navigating Cultural Dynamics in the Workplace

Dr. Ricardo Nazario y Colón, SUNY Senior Vice Chancellor for Diversity, Equity and Inclusion/ Chief Diversity Officer
Bailey 101

Join us for an enlightening workshop on "Understanding and Navigating Cultural Dynamics in the Workplace," where we delve into the essence of culture and its impact on organizational environments. We'll explore the concept of competency, including Pedersen's Developmental Model, to understand how individuals develop skills and knowledge in a cultural context. Our session includes an interactive analysis of the 'Company Culture Iceberg,' revealing the hidden aspects of workplace culture. You'll learn about the various types of competencies and the stages of competence development, enhancing your ability to navigate diverse cultural landscapes. Finally, we'll introduce the Cultural Quotient (CQ) and discuss its application in fostering cultural competence, equipping you with the tools to thrive in a globalized business world.

Making Waves of Ideas: Fishbowl Dialogue (30 min)

Department on Communication IDEA Committee: Emma Seppeler, Alexandra Pucci-Schaefer, Bailey Miller, Lindsey O'Hern
Bailey 103

This collaborative dialogue emphasizes the importance of generous listening alongside speaking in order to generate ideas about how we can make SUNY Geneseo more equitable. We invite participants to enter the conversation and share their own experiences with equity (or lack thereof) at Geneseo. However, verbal participation is optional, and we encourage participants to engage in this conversation however they feel most comfortable. We will conclude our session with resources to make these equity initiatives a reality.

The Okanagan Charter: Envisioning a Campus that Promotes Wellbeing

Wellbeing Collective: Laura Swanson, Tina Merrilees, Claire Gravelin
Bailey 104

This session will provide a brief overview of the Okanagan Charter, an aspirational document that helps colleges develop campuses that support wellbeing, with the understanding that wellbeing cannot exist without equity and sustainability. We will engage in open dialogue about what Geneseo can do to promote wellbeing in our policies, practices, pedagogy, procedures, and programs, with the goal of brainstorming action-based commitments that we can take in the future.

Ableism and Accessibility in the Classroom

Kaitlin Anzalone, Student, Access Advocate, President and Founder of the Disabled Student Alliance, Lamron EIC, and SUNY Disability Ambassador
Bailey 203

The session will focus on sharing different accessibility tools to use in the classroom while also addressing different forms of ableism, and how to combat them. The session will also touch on different accommodations that a student may have in the classroom. Providing information on different ways to make a classroom more accessible allows students with disabilities to have fair and equal learning opportunities when compared with their non-disabled peers.

Building Connections

Division of Finance and Administration: Robert Ames, Carey Chappius, Jesse Beardsley, Ava Pascalar, Lindsay Cannon
Bailey 204

Our focus will be how the statement "I'm just a" is no longer acceptable on our campus and how everyone is important and plays a role in campus belonging. This session is to share often unheard staff perspectives and also provide insight on economic mobility. The discussion will help engage students, faculty and staff to learn more about who our custodial and trades mechanics and CAS team members are and to gain a better understanding of how they belong here and how they are integral to the services provided to our campus community. It will highlight how they intentionally go the extra mile to welcome and support others through their service. It will share journeys and career paths of staff who started at entry level positions and are now moving up the ladder.

12:20 PM - 1:00 PM

Summit Break

Please use this time to use as you wish. We recommend interacting with the Diversity Summit Community Art Project, taking time to reflect on session topics, and engaging with other community members.

COMMUNITY ART PROJECT TOWN HALL

Inclusivity and Representation in the Performing Arts Town Hall

Season Selection Committee, Theatre & Dance and Music & Musical Theatre Departments
Bailey 101

Bring your ideas, your ears, your voices, your words, and your creativity to our daylong community art project, and town hall discussion during the Summit Break.

SUMMIT SESSION DESCRIPTIONS



1:00 PM - 2:00 PM

Advancing Inclusivity In Sexual Health Education: The SEX[Ed] Program The SEX[Ed] Interns

**Amy Braksmajer, Assistant Professor of Sociology | Coordinator of the SEX[Ed] Sexual Health Education Program
Bailey 101**

In this session, Dr. Braksmajer and the SEX[Ed] interns will give a presentation about the genesis of the SEX[Ed] Sexual Health Peer Education Program (to be fully launched in Fall 2024), our efforts to build the program during the 2023-2024 academic year, our plans moving forward (including the development of an associated SOCL course and microcredential), and our plans to promote inclusivity in programming and outreach. This will be followed by a panel featuring our current interns, who will discuss their motivations for participating and their experiences with the program to date.

Identity and Experiences in Study Abroad: Student Led Panel Study Abroad Office Students and Staff

Bailey 103

Race. Ethnicity. Religion. Sexual Orientation. Gender Identity. Gender Expression. Ability. And a multitude of other aspects of identity are transformed, challenged, and celebrated when traveling. Crossing national borders, in particular, can have a dramatic impact on how a person interprets their own identity. This is an opportunity to share, learn, hold space, and explore ways to positively impact student experiences abroad. In this panel presentation, students will speak about their experiences with identity and how it changes and grows through international experience. The goal is that by engaging with and preparing students, it will increase access and confidence for students from various backgrounds, including underrepresented students, to study overseas.

A Taste of Home: Diversity in Menu Planning

Campus Auxiliary Services: Mat Felthousen, Claudio Russo, Brandy Rosas, Heather Carrera

Bailey 104

Join the Campus Auxiliary Services team for a panel presentation about the process of developing the menus in the dining facilities and for special events such as cultural dinners. With the dozens of recipes involved in the normal three-week menu rotation, weekly and monthly specials, and what is offered in a special or cultural event, there are many opportunities to introduce diversity into what is available on a daily basis.

Improving Inclusion in my Course or Club Today

The Bio-Diversity Committee: Mackenzie Gerringer, Suann Yang

Bailey 202

Enhancing inclusive club and classroom practices is vital to meeting the many challenges of today's world. Many course and organization leaders recognize the importance of this work. Still, one of the major challenges instructors and group leaders face in improving inclusivity and equity in their courses and spheres of influence is time. In this session, participants will be invited to use one hour to start or continue meaningful action toward their diversity, equity, inclusion, and belonging (DEIB) goals. The workshop will open with ideas from colleagues and student leaders on where DEIB efforts can begin, including a summary of how inclusive content fits in STEM courses and student clubs. Participants will then be asked to start working toward one DEIB-related goal of their choosing, such as improving inclusive language on their syllabus, adding voices of historically excluded identity groups into course content, writing inclusion-related learning objectives, or talking through places they feel stuck with a group. Like an enzyme helping a chemical reaction over the activation energy hurdle, this session is designed to build momentum, encouraging participants to begin or continue their DEIB actions. Bring questions, ideas, inspiration from other Diversity Summit sessions, and let's get to work.

Being BIPOC at Geneseo

Rajendra Ramoon Maharaj, Assistant Professor of Stage Direction (Musical Theatre & Theatre)

Bailey 203

Moderated by award-winning artist, educator, and activist, Rajendra Ramoon Maharaj, this panel discussion is a frank, open, honest conversation with current BIPOC faculty, students, and staff about being BIPOC at SUNY Geneseo. The conversation celebrates difference and diversity in the pursuit of common ground.

SUMMIT SESSION DESCRIPTIONS



2:30 PM - 3:30 PM

Diversity Summit Annual Keynote Address
College Union Ballroom

In this talk Bensimon puts forth a perspective on transformation that is premised on the idea of academic organizations as racialized entities. Institutions of higher education are extremely adept at “sensing disturbances” to the status quo and will seek to maintain homeostasis.

5:00 PM - 6:00 PM

Impact of Creating and Receiving a Scholarship at Geneseo - Alumni Virtual Panel

Student Moderator: Claire Bressette '24

Panelists: Dr. Amy Tolbert '85 - Founder & Principal of ECCO (Energizing Cultural Change in Organizations)

Rachel Laber Pulvino '10 - Vice President, Communications of Visit Rochester

Madeline Walker '19 - Environmental Associate of CRI (Container Recycling Institute)

Virtual - <https://bit.ly/DivSum24AlumPanel>

Amy Tolbert '85, an alumni donor, will discuss her motivations behind creating her communication scholarship, while the recipients share the scholarship's impact and how it benefited them in their post grad endeavors. Amy has authored 4 books, many articles, asynchronous course offerings, and a video based global communications training to develop intercultural communication skills called Open Mind, Open World. She specializes in inclusive workplace cultures, cultural change and diversity/DEIB practices.

**Scan to enter the
Virtual Alumni Panel**



Thanks for your support!

Funding for this year's Diversity Summit was provided by the Office of Diversity & Equity and Campus Auxiliary Services.

SUMMIT PASSPORT



Attending sessions provides participants with new knowledge, connections with others, time for reflection, and hopefully motivation to take action to advance equity at Geneseo. In addition, the more sessions you attend, the more likely you are to get a free t-shirt! After you attend a session, ask a session facilitator or host to stamp a square with that session title. Be one of the first fifty (50) guests at the Keynote Address with three (3) or more stamps to receive an official Diversity Summit t-shirt.



Coffee Hour Open Forum: DEIB and Me	Do White People Experience Racism?	Starting on the Same Page: Learning Strategies You Can Use Now
Ableism and accessibility in the classroom	Community Art Project/Town Hall	Seeking Student Input: National Institute for Student Success Report
Live Your Life More Accessibly	The Hair Monologues	Exploring Identity Concepts & Advancing Equity with the Athletics DEI Committee
LGBTQ+ in a Flash: Flash-Length Creative Writing Celebrating Identity	Relearning Disability: Using Accessibility to Combat Internalized Ableism	Diversity in the Classroom Requires Diverse Faculty
Understanding and Navigating Cultural Dynamics in the Workplace (SUNY CDO)	The Okanagan Charter: Envisioning a Campus that Promotes Wellbeing	Advancing Inclusivity In Sexual Health Education: The SEX[Ed] Program
Being BIPOC at Geneseo	Building Connections	Making Waves of Ideas: Fishbowl Dialogue
Identity and Experiences in Study Abroad: Student Led Panel	Improving Inclusion in my Course or Club Today	A Taste of Home: Diversity in Menu Planning

